



Cincinnati Police Department STAFF NOTES

May 1, 2012

James E. Craig, Police Chief



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1. REVISION TO [PROCEDURE 14.110](#), TELEPHONE USE

Procedure 14.100, Telephone Use, has been revised. The Fiscal Affairs Section Director has determined Department personnel will no longer be required to complete a Form 657, Long Distance Telephone Report, for each long distance telephone call placed. Additionally, the Form 657A, Monthly Long Distance Telephone Report, used to summarize the long distance calls will no longer be required.

Any district/section/unit Standard Operating Procedure (SOP) mirroring the requirement of Procedure 14.110 for completion of the Form 657 and Form 657A should be revised immediately to reflect this policy change.

The revision to Procedure 14.110 is effective immediately. Personnel should review Procedure 14.110 in its entirety. The revised procedure is available on the Department intranet and webpage.

2. COLLECTING DNA SAMPLES

Due to a recent appellate court ruling, individuals who are subject to mandatory DNA collection and refuse to give the sample cannot be charged with Obstructing Official Business. Effective immediately, Department personnel encountering an arrested individual refusing to allow collection of the mandatory DNA sample are to immediately contact the City Prosecutor's Office for assistance in preparing a court order. Under no circumstances shall the charge of Obstructing Official Business be filed without consulting the Prosecutor's Office first.

3. LAW DEPARTMENT GUIDANCE REGARDING SOCIAL SECURITY NUMBERS

The Law Department has responded to a request initiated by Planning Section to provide clarification regarding the gathering and recording of an individual's social security number. This guidance was requested following instruction in 2009 by the Ohio Supreme Court Public Access Rules which resulted in changes to limit the use of social security numbers.

Ultimately, in the course of conducting official business, police officers shall continue to request the social security number from an individual, when appropriate. No more than the last four (4) digits of an individual's social security number shall be recorded upon any form or document to be filed with or submitted to any of the courts of Ohio. On forms which are not to be submitted to or filed with a court, a social security number may be recorded, **but must be redacted** prior to public release.

[Attached](#) to these Staff Notes is the Interdepartmental Correspondence from Mr. Charles Rubenstein, City Prosecutor. Personnel should review and ensure a solid understanding of the Law Department's opinion regarding the collection and recording of an individual's social security number.

4. VIOLENCE AGAINST U.S. CENSUS BUREAU EMPLOYEES

[Attached](#) to these Staff Notes is a letter from the United States Department of Commerce and the U.S. Census Bureau to all law enforcement professionals, highlighting the importance of aggressively pursuing prosecution of violent crimes committed against Census employees.

5. UNAUTHORIZED INDIVIDUAL TESTING OF BODY ARMOR

Effective immediately, any member of the Department engaged in individual field testing of body armor outside the purview of Inspections Section is directed to cease such testing. Personnel possessing unapproved body armor for Department use must return it to the appropriate vendor.

Personnel who desire the Department give consideration to specific body armor should submit a Form 17, through the chain of command, to Inspections Section.

The Department is aware of complaints related to the currently issued body armor. Inspections Section is proceeding with testing and evaluations to address these complaints.

6. EMOTIONAL INTELLIGENCE (EI) AND LEADERSHIP DEVELOPMENT TRAINING SERIES

[Attached](#) to these Staff Notes, Training Section is publishing an Emotional Intelligence (EI) newsletter this month about Initiative:

Initiative – Readiness to act on opportunities. Leaders with this EI competence:

- Are ready to seize opportunities
- Pursue goals beyond what's required or expected of them
- Cut through red tape and do what's necessary to get the job done
- Mobilize others through unusual, enterprising efforts

7. STREET CRIMES TRAINING SEMINAR

The Cincinnati Police Department Training Unit is hosting a training seminar titled *Street Crimes*. The training will be conducted at the Police Academy, Monday, June 11, through Wednesday, June 13, 2012, from 0830 to 1630 hours each day.

The *Street Crimes* Training Seminar will cover the following topics:

- Deadly Force Incidents/Statements
- Police Ambushes/Surviving the Threat
- Hostage Negotiating for Street Cop/Supervisors
- Car Traps/Hidden Compartments
- Effective Interview Techniques
- Interrogation Tactics/Legal Limits
- Homeland Security Issues for the Street Cop
- Covert Surveillance Techniques for Patrol/Detectives
- Gang and Drug Investigation Tactics
- Courtroom Testimony Survival Tactics

All personnel interested in attending the training must submit a Form 17, through the chain of command to their bureau commander, no later than Wednesday, May 16, 2012. Training Unit will complete the registration and notify personnel approved to attend. Officers may attend on-duty with the approval of their supervisor. No overtime will be provided for personnel attending this training. Attendees may wear casual business attire or the operational uniform. Questions regarding this training should be directed to Administrative Specialist James W. Hendricks, Training Unit, at 357-7552.

8. *CYBERTERRORISM DEFENSE AND FIRST RESPONDER TRAINING*

Cincinnati-Hamilton County Homeland Security and the Cincinnati Police Department are hosting two Department of Homeland Security, forty-hour training courses. All course instruction will be delivered by personnel from the University of Arkansas, Cyberterrorism Defense Analyst Center. The *Cyberterrorism Defense (CCD)* course and simultaneous *Cyberterrorism First Responder (CFR)* course will begin Monday, June 18, and continue through Friday, June 22, 2012, from 0800 to 1700 hours each day at the Police Academy. As these courses are simultaneous, personnel may register for only one course.

Both courses are designed to prepare technical personnel to act in defense of our nation's internet, communications, and network-based infrastructure. There is no prerequisite for the CCD course. In order to attend the CFR course, the participant must have two years experience as a systems/network administrator, and either an intermediate understanding of network concepts and a general understanding of operating systems, or have the same requisite two years experience plus have experience with handling cyber-incidents, and have completed the Department of Homeland Security Cyberterrorism Defense Initiative course, *Incident Handling and Response*.

There is no cost to attend this training. Personnel interested in attending the training must submit a Form 17, through the chain of command to Training Unit, no later than Thursday, May 10, 2012. Personnel are reminded to be specific as to which training course is being requested. Training Unit will complete the registration and notify personnel approved to attend. Officers may attend on-duty with the approval of their supervisor. No overtime will be provided for personnel attending this training. Attendees may wear casual business attire or the operational uniform. Questions regarding this training should be directed to Administrative Specialist James W. Hendricks, Training Unit, at 357-7552.

9. COMPSTAT INFORMATION

[Attached](#) to these Staff Notes is the most current COMPSTAT Information. Department personnel are directed to review this information to ensure they remain familiar with crime patterns and trends occurring within the City and their areas of responsibility.

10. POLICE CHIEF'S COMMENDATIONS FOR THE WEEK

POLICE OFFICER RON DAMMERT Central Business Section

On Sunday, April 22, 2012, an incident occurred at the Carew Tower, located at 441 Vine Street. This particular incident was life-threatening and critical in nature, and was handled by Police Officer Ron Dammert with the utmost professionalism.

The overall success of the Department's response to this incident was largely dependent upon Officer Dammert's actions and demeanor.

My personal thanks and commendation are extended to Officer Dammert for calmly and successfully talking-down a suicidal person from the rooftop observation deck of Carew Tower. I would like to recognize and commend Officer Dammert for the patience, compassion, and dedication to excellence maintained under extremely stressful circumstances. Police Officer Ron Dammert is a credit to the Neighborhood Policing Bureau and the Cincinnati Police Department.

11. THANK YOU LETTERS

[Attached](#) to these Staff Notes are letters of appreciation and praise written to the Police Chief for the professionalism displayed by our Department, specifically the following personnel:

James E. Craig, Police Chief
Lieutenant Colonel Vincent Demasi
Sergeant Eric Franz

Lieutenant Colonel James Whalen
Lieutenant Lisa Davis
Mr. Barry Whitton

12. POLICE RECRUIT EXAM

The written exam for the position of Cincinnati Police Recruit will be offered on Saturday, June 23, 2012. There will be two exam times offered, applicants may select between an exam scheduled for either 9:00 a.m. or 1:00 p.m., at the Duke Energy Center. The Recruitment and Background Squad is asking for your assistance in promoting this job opportunity by sharing the information contained in the flyer [attached](#) to these Staff Notes with people that have expressed an interest in becoming a Cincinnati Police Officer.

One of the best sources of attracting highly qualified candidates are referrals from our own employees. If you know someone whom you believe would be an excellent Cincinnati Police Officer, strongly encourage that person to sign up for the Police Recruit Exam. Many employees of the Cincinnati Police Department have been asked by friends, family, acquaintances, and citizens in our communities what it takes to become a Cincinnati Police Officer. Now is the time to contact those prospective applicants and make them aware of this great opportunity.

Applicants can only sign up online. The three hyper-links below will provide direct access, electronically, to the described documents. For individuals without access to an electronic version of these Staff Notes, the information can be obtained by following the URL information in parenthesis.

- [Police Recruit Job Announcement](http://cincinnati-oh.gov/cityhr/pages/-44633-/) (Or, manually type: <http://cincinnati-oh.gov/cityhr/pages/-44633-/> into a web browser.)
- [Police Recruit Application](http://www.cincinnati-oh.gov/noncms/hr/apps/standardSafety.cfm?id=2) (Or, manually type: <http://www.cincinnati-oh.gov/noncms/hr/apps/standardSafety.cfm?id=2> into a web browser.)
- [Police Recruit Information Guide](http://cincinnati-oh.gov/cityhr/downloads/cityhr_pdf35262.pdf) (Or, manually type: http://cincinnati-oh.gov/cityhr/downloads/cityhr_pdf35262.pdf into a web browser.)

The time that your online application is submitted will be used as your time stamp and serve to break any tied exam scores.

APPLICATIONS MUST BE FILED NO LATER THAN FRIDAY, JUNE 1, 2012, AT 5:00 P.M. EDT.

14.110 TELEPHONE USE

Purpose:

Establish guidelines for the official use of cellular telephones, wireless data devices, i.e. Blackberry, TREO, etc. and telephone calls made by Police Department personnel.

Policy:

When making or receiving telephone calls, Department personnel will conduct themselves in a professional and courteous manner. Personnel will not engage in disputes with telephone operators under any circumstances.

Employees will reimburse the City for any costs associated with the personal use of cellular telephones or wireless data devices.

Cellular telephones and wireless data devices are issued to expedite the facilitation of official City business when away from normal telephone service. The use of cellular telephones or wireless data devices are intended for police related business only.

Personnel will inform Fiscal Affairs Section of any changes or additions to Department cellular telephone or wireless data device numbers.

Procedure:

A. Local Calls from Public Telephones

1. All Police Department personnel calling City Hall centrex numbers or the Emergency Communications Center (ECC) from public telephones will:
 - a. From public telephones owned and operated by Cincinnati Bell or A.T.&T.:
 - 1) Dial "O" (operator) and wait until the operator responds.
 - 2) Identify yourself as a police officer and request the specific centrex number.
 - b. From public telephones owned and operated by private companies:
 - 1) Dial "10288" or "10ATT" and wait until the A.T.&T. operator responds.

- 2) Identify yourself as a police officer and request the specific centrex number.
- c. On all emergency calls, call 911. On all other calls to the ECC, call 263-8111.
- 2. This service is provided to on-duty officers for official business only and is not intended for personal, non-emergency telephone calls.
 - a. Police personnel should be alert for civilians trying to use this service fraudulently.

B. Making Long-Distance Telephone Calls

- 1. Definity System: 310 Ezzard Charles Drive, 824 Broadway, 2000 Radcliff Drive, District 2, District 3, District 4, District 5, Western Avenue, and 800 Evans Street
 - a. Dial 9 + 1 + area code + 7 digit number.
 - b. Enter the extension number* when you hear the second dial tone after the 3 beep confirmation tone.

*If the extension number begins with "1," you must change the "1" to "9;" e.g., "1970" would be entered as "9970."
- 2. Centrex System: Parks Unit, Impound Unit, and Court Control.
 - a. Dial 8 + 9 + 1 + area code + 7 digit number.
 - b. Enter the extension number* when you hear the second dial tone after the 3 beep confirmation.

*If the extension number begins with "1," you must change the "1" to "9;" e.g., "1970" would be entered as "9970."
- 3. Other non-network telephones: Firearms Training/Target Range and Mounted Patrol Stables.
 - a. Dial 1 + area code + 7 digit number.

C. Long-Distance Telephone Fraud

- 1. Police Department employees should be aware of frauds involving the use of telephone lines for long distance and overseas billing.

- a. To avoid telephone fraud, **do not** transfer anyone to an outside operator from an incoming telephone call.

D. Cellular Telephone or Wireless Data Device Authorization and Use

1. Department personnel who are transferred to a position where a cellular phone or wireless data device was previously approved, or is assigned to a position where a cellular phone or wireless data device is desired must;
 - a. Request and complete a Cellular Phone/Wireless Data Device Authorization Form from the Emergency Communications Center, Radio/Equipment Clerk, at 263-8118 and submit it through the chain of command.
 - b. Complete a Form 17, Cellular Telephone Usage Form.
 - c. Complete a Form 630, Cincinnati Police Department Equipment/Supply/ and Service Order Form.
2. After approval by the Police Chief, the forms will be forwarded to the Emergency Communications Center, where the cellular phone or wireless data device will be activated. Cellular telephones and wireless data devices will be distributed and tracked by the Emergency Communications Center.
3. Fiscal Affairs Section will forward cellular phone and wireless data device billing statements, through the respective bureau, to the district/section/unit commander or director.
4. Each district/section/unit commander, director, or designee will review the cellular telephone or wireless data device usage of personnel under their command and forward the results to the bureau commander.
 - a. All numbers will be identified. Any number not related to police business will require notation on the billing statement. A Form 17MPR, Cellular Phone Reimbursement, will be completed by the district/section/unit commander, director, or designee listing all employees who have costs to pay through payroll deduction.
 - 1) The Form 17MPR, Cellular Phone Reimbursement will include each employee's name, employee ID number, amount due from the employee, and signed authorization for the payroll deduction.

5. Each bureau will collect the Forms 17MPR, Cellular Phone Reimbursement from their districts/sections/units and forward to the Fiscal Affairs Section.
6. Bureau commanders will audit the cellular phone or wireless data device statements for each district/section/unit commander.

City of Cincinnati



Interdepartmental
Correspondence Sheet

CONFIDENTIAL/ATTORNEY-CLIENT PRIVILEGED DOCUMENT

Date: April 13, 2012

To: James E. Craig, Police Chief
From: Charles A. Rubenstein, City Prosecutor *CAR*
Subject: Use of Social Security Numbers on Department Forms

This memorandum is written in response to your request for an opinion on whether the Cincinnati Police Department may collect and record an individual's social security number on departmental forms.

Summary of Questions Presented:

May the Cincinnati Police Department collect and record an individual's social security number on forms which prompt for, or contain a space for a social security number? If prohibited, would the Police Department be permitted to continue to collect the last four (4) digits of a social security number for reporting purposes?

Short Answer:

The Police Department should not record more than the last four (4) digits of a social security number upon forms which are to be filed with, or submitted to any of the courts of Ohio. On forms which are not to be submitted to, or filed with a court, a social security number may be recorded, but should be redacted prior to public release.

Analysis:

Documents to be filed with, or submitted to a Court

In 2009, the CPD was instructed, in response to the Ohio Supreme Court Public Access Rules¹, which limits the use of social security numbers when *submitting or filing a case document with a court or clerk of court*, to discontinue the use of social security numbers on certain forms. Under these rules, a "case document" means a document and information in a document submitted to a court or filed with a clerk of court in a judicial action or proceeding.

¹ <http://www.sconet.state.oh.us/Boards/superintendence/PAR/>

The purpose of the Ohio Supreme Court Public Access Rules is to strike a balance between the fundamental principle of openness of public records and the important privacy rights of individuals. The Rules make clear that a case document is open to the public. However, because of their sensitive nature, the Rules state that "personal identifiers" must not be part of a case document in order to prevent their availability to the public. The Rules define personal identifiers to include social security numbers, *except for the last four digits.*²

The Rules do not affect the collection or maintaining of records by the Police Department, but rather merely prevent such records containing personal identifiers from becoming part of a case document that is accessible to the public. The court or clerk receiving a submitted or filed case document is not required to review the document to find personal identifiers. As a result, the office or agency submitting or filing a case document has the responsibility to make sure that an individual's social security number is redacted or only includes the last four digits. Again, the last four of an individual's social security number is *not* a personal identifier, and thus does not require redaction.

CAVEAT:

- The Federal Privacy Act of 1974 regulates the circumstances and manner in which a federal, state or city agency may *request* a member of the public to disclose their social security number. Most relevant, Section 7(b) provides: Any Federal, State, or local government agency which requests an individual to disclose his social security account number shall inform that individual (1) whether that disclosure is mandatory or voluntary, (2) by what statutory or other authority such number is solicited, and (3) what use will be made of it.³
- The forms the Police Department has inquired about have a spot for an individual's social security number. Although an individual may not be *required* to disclose his or her social security number, there is no provision which would prohibit an officer from *asking* for the number and recording a voluntarily given number. As a result, I do not see any harm in keeping a spot on these forms for a social security number. Once the Police Department has recorded an individual's social security number on a report or form, it is the responsibility of the Police Department to protect that number from public disclosure by redaction of the social security number, as is current practice.

² Rule of Superintendence for the Courts of Ohio 44(H).

³ 5 U.S.C. § 552a. Officers should distinguish between a mandatory disclosure of an individual's social security number as required by law and a request for a voluntary disclosure not required by law.



United States™ Census Bureau



March 2012

Dear Law Enforcement Professional,

During the 2010 Census, over 700 acts of violence against Census Bureau employees were reported throughout the United States. These included the discharge of firearms at and physical assaults of Census takers, as well as robberies, carjackings, and kidnapping of these dedicated civil servants. While some crimes were ultimately investigated and successfully prosecuted, others were not.

The data collected by Census employees contribute to the most significant statistical reports used by American businesses and government entities. During the 2010 Census, nearly half a million Census employees worked in neighborhoods throughout our nation. Between decennial censuses, however, thousands of other Census employees continue to work in your community nearly every day gathering data for other essential economic, labor, and demographic purposes. Pursuant to Title 13 of the United States Code, Census employees are expected to approach homes and businesses seeking this information, and property owners are expected to provide such information (13 USC §223). Most survey requests seek voluntary participation; one, the American Community Survey, has mandatory participation under the law.

The Office of Inspector General (OIG) at the U.S. Department of Commerce is a federal law enforcement agency within the Commerce Department, which is also home to the Census Bureau. This letter seeks your assistance in keeping our Census Bureau workers safe by aggressively pursuing prosecution of violent crimes against them and their property. While assault of a Census employee is also a federal crime, it is most often successfully prosecuted at the local level. For instance, a state grand jury in Georgia recently indicted a man for assault and destruction of property involving a Census employee on the job. The defendant allegedly beat and stabbed the employee with a knife, and damaged the employee's car including slashing a tire.

As a law enforcement professional, you know the inherent safety and security uncertainties of approaching a residence or establishment, yet this is what is expected of Census employees on a continual basis. Although the vast majority of residential and business property occupants are cooperative and helpful, the risk of hostility toward Census workers exists nonetheless. Accordingly, we ask that you and your organizations aid in the detection, reporting, and prosecution of crimes of violence against Census workers.

Thank you for sharing this letter with your officers and deputies, and we encourage you to contact OIG any time via its hotline: 1-800-424-5197.

Sincerely,

Todd J. Zinser
Inspector General
U.S. Department of Commerce

Robert M. Groves
Director
U.S. Census Bureau



Emotional Intelligence Brings Leadership -

"The failure to anticipate what's coming means operating in crisis mode. Those with initiative act before being forced to by external events. This takes courage, especially when others may object." (Daniel Goleman)

Initiative

Take it or get left behind!

Individuals who have a sense of what it takes to be effective generally excel in initiative. They seize opportunities- or create them- rather than simply waiting.

According to Career Tools HQ individuals with initiative:

Are Motivated

These individuals want to make something out of themselves. They want more than a job, they want a career. As a result, they are willing and ready to work, smart or hard, depending on what is needed.

Act without being told

If you are at work and see trash on the floor, do you stop to pick it up and throw it away? If not, you should. While small tasks like this may not be in your job description, taking the time to notice and do them makes a difference. Employers notice small things, whether they acknowledge them or not.

The next time you are at work and see a job that needs doing, if you can, step up and do it. It may be helping the next customer in line or updating your boss's calendar with new information. The point is to act without having to be told to do the work.

Intensifying Your Initiative: 5 Tips

1. Give Yourself Permission to Decide for Yourself
2. Make Choices and Act on Them
3. Don't Wait to be Inspired
4. Increase Your Accountability
5. Live By Your Word

Success seems to be connected with action. Successful people keep moving. They make mistakes, but they don't quit."

— Conrad Hilton, Hilton Hotels



Initiative

Do a job well and right

If you are going to step up and take initiative, make sure you do each job well. Even picking up trash. If you pick it up, but toss it toward the trash can and miss, that doesn't count. It is up to you to make sure the trash ends up where it belongs.

This applies to every other aspect of your job. Even the tasks you are told to perform.

Ask necessary questions

Whether you are new to the job or have been working for a while, it's likely you will have to do tasks you've never done before. Now what?

Don't assume that you have to do it all by yourself. Instead, take initiative and ask questions. The right questions.

You can do this by taking a good look at the task you have been assigned and figure out what you need to know more about. Then, write down your questions and present them to your supervisor. Make sure you get adequate answers to allow you to do a good, even a great, job.

Finish a task, and then ask for more

This may seem crazy, but it is not. Think about it, what would impress your employer more than to ask for more work to do. Not only do you look responsible, but you also show that you care about the job and don't intend to play on company time.



"Thinking Outside the Box"

Innovation is the spark that keeps organizations moving ever onward and upward. Without innovation, new products, new services and new ways of doing business would never emerge, and most organizations would be forever stuck doing the same old things the same old way. It has been said that 98 percent of an organization's problems can be solved routinely. However, the remaining 2 percent of an organization's problems-coincidentally, the problems that have the greatest effect on the organization-require employee innovation to surmount. Despite the undeniably positive benefits of innovation within organizations, it seems that roadblocks to thinking creatively abound.

Creativity and innovation flourish in an environment that encourages them to grow and to blossom, but all it takes is a frown or a negative word to shut them down completely.

"Thinking Differently"

- Look for new combinations.
- Ask "what if?" or develop "what-if" scenarios.
- Consider approaches you've never thought about before.
- Brainstorm with others.
- Be a champion of new ideas — the old ways aren't always the best ways.

"Secrets to Managing Up"

1. Make your boss look like a hero. The better job you do, the better your department-and your boss-will look to higher-ups.
2. Don't be shy. Tell your boss what's on your mind — don't make him or her guess.
3. Be proactive. Anticipate problems and solve them at your level, before they become bigger problems that only your boss can solve.
4. Be your own best advocate. Learn how to present a clear and compelling case for what you want, whether it's a raise or a promotion, an increase in responsibility or authority, or something else you want your boss to do for you. Support your case with hard facts and evidence, not emotion.
5. Enlist others to help. There is strength in numbers. The more people you can bring around to your point of view, the better chance you'll have to see it implemented.

How to Foster Self Initiative in the Workplace

By J Dawkins

Encouraging self initiative in the workplace can be a complex process as employees respond differently depending upon their past experiences. The key is undoubtedly to create a culture that rewards and supports staff that uses their initiative to find solutions to everyday tasks or problems. This article seeks to examine a number of practical means to foster self initiative in the workplace that will directly benefit the organization as a whole.

Rewards

Rewards can be a powerful way of fostering self initiative. If employees know that they will be compensated for using their initiative to resolve problems or find creative solutions then they will be more willing to work independently. Consider offering rewards and incentives each week to staff that demonstrate the positive use of self initiative. This could be accomplished through a weekly team meeting where employees can be recognized publicly.

Foster the right culture

Employees will only be encouraged to engage in using self initiative if they know that management is prepared to accept failure. Actions speak louder than words, so ensure that managers encourage staff to take acceptable risks to develop, but are willing to accept mistakes providing employees learn from these. Remember mistakes may be costly in the short term but the long term benefits of having a workforce who can work independently under their own initiative, is much more preferable as this will lead to high job satisfaction and increased productivity as a result.

Encourage the use of delegation

Delegation is a superb tool for encouraging the use of self initiative. There is always more than one means of finding a solution or carrying out a task and delegating to another employee may uncover a better way of accomplishing the task. This in turn can lead to the discovery of improved business processes and methods of working which directly benefit the organization.

Open Plan environments

Open plan environment are great for encouraging self initiative as they provide a vibrant atmosphere and are a hot bed of activity. Staff can exchange ideas with colleagues working close by and multiple solutions can be considered and refined. Employees who know that they can instantly access the support of peers are more likely to take the initiative and try new ideas and concepts, in the knowledge that colleagues are ready to lend a hand.

Recruit the right staff

Self initiative requires risk takers. For this reason recruitment programs need to effectively screen and select candidates with this key characteristic. Risk takers can come in different disguises and are not always outgoing charismatic individuals. Indeed they can often be quiet people who have a complete confidence in their abilities. Try to avoid recruiting staff who avoid risk taking.

Article Source: [How To Foster Self Initiative In The Workplace](http://ezinearticles.com/?How-To-Foster-Self-Initiative-In-The-Workplace&id=744540) ¹

¹ Web address: <http://ezinearticles.com/?How-To-Foster-Self-Initiative-In-The-Workplace&id=744540>

Quick Quiz: Are You a Risk Taker?

1. Inspiration hits and you think of a creative strategy for impressing a supervisor at the next meeting. It's a little off-the-wall, so you:

- a. Go for it! Ideas like this don't come along every day, and you know your sergeant will be impressed with the results, even if the tactics are a bit unusual.
- b. Run it by a trusted colleague first. If all goes according to plan, it could be brilliant, but if it flops, totally embarrassing.
- c. Dismiss it. Better to stick with the tried-and-true methods that have worked in the past.

2. You have a nice month of overtime and you'd like to invest the extra cash. Your investment strategy includes:

- a. Offering a business loan to a friend who's working on a new website. Once he/she gets her company off the ground, you hope to see a decent return. And if not, at least you've helped your friend build his/her business.
- b. Purchasing stocks from companies in several different industries in the hopes that if one industry tanks, another will make up the deficit. It's all about diversifying.
- c. Opening a CD at your local bank. The interest rate isn't spectacular, but at least it's guaranteed for the next 10 months.

3. Your company offers you a promotion, but the catch is that you have to relocate to another city where you've never visited and don't have any friends or family. You:

- a. Grab your travel book and load up the U-Haul. This is a great opportunity, and you're always up for seeing other parts of the country.
- b. Agree to relocate as long as they're willing to reassess the situation in six months to see if it's the right place for you. You'll sublet your apartment so you have the option of moving back.
- c. Politely decline. You'd rather stay put so you don't have to deal with the uncertainty of moving. Plus, you'd really miss your friends and your home.

4. When someone at work approaches you about making an important decision, you:

- a. Make it on the spot. Always best to go with your initial thought or gut feeling on the situation.
- b. Research the issue and give an answer later or the next day. You want to do your homework, but you also understand the need to act promptly.
- c. Spend a few days thoroughly considering your options. You'd hate to jump into anything and have it blow up in your face!

Quick Quiz Answers***Mostly A's: Daring to the Extreme***

Reckless is practically your middle name. You love the adrenaline rush you get from trying something new, and you're not afraid of failure. Your gall is admirable, but don't forget to examine the possible consequences before you agree. Not everything is a good idea.

Mostly B's: Safe and Sound

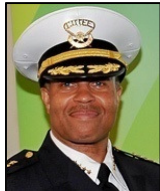
You artfully balance a yearning for adventure with a need for stability by doing your research and never taking reckless or unnecessary chances. Keep up the good work, and remember to have a safety net for when things don't go as planned.

Mostly C's: Cautious Creature

You've seen what can happen when people get carried away, and you prefer to play it safe. Your cautiousness is understandable, but don't be afraid to live a little! When faced with a risky situation, ask yourself, "What's the worst thing that could happen?" If you can live with the results, then it might be worth it.



**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 03/25/2012 - 04/21/2012**

<div>POPULATION:296,943</div> <div>AREA:77 SQ. MILES</div> <div>2011 VIOLENT CRIMES PER 1000:10.2</div> <div>2011 PART I CRIMES PER 1000:81.6</div>				<div>CHIEF OF POLICE</div> <div></div> <div>JAMES E. CRAIG</div>				TOTAL SWORN PERSONNEL						
								GENDER			RACE			
											WHITE	BLACK	OTHER	TOTAL
								MALE	787	77.2%	522	236	29	787
								% of Total Males			66.3%	30.0%	3.7%	
								FEMALE	232	22.8%	154	74	4	232
								% of Total Females			66.4%	31.9%	1.7%	
								TOTAL	1019		676	310	33	1019
								% of Total Sworn			66.3%	30.4%	3.2%	
Total Sworn in Districts			666											
% of Total Sworn in Districts			65.4%				Source: Personnel Unit							
CRIME STATISTICS for week ending 04/21/2012														
VIOLENT CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE		
HOMICIDE*	5	2	150%	2	2	0%	14	20	-30%	14	20	-30%		
RAPE	12	14	-14%	14	18	-22%	61	74	-18%	61	64	-5%		
ROBBERY	117	104	13%	104	105	-1%	468	493	-5%	468	554	-16%		
AGGRAVATED ASSAULTS	60	51	18%	51	54	-6%	238	260	-8%	238	273	-13%		
TOTAL VIOLENT	194	171	13%	171	179	-4%	781	847	-8%	781	911	-14%		
PROPERTY CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE		
BURGLARY	453	379	20%	379	329	15%	1658	1635	1%	1658	1610	3%		
THEFT FROM AUTO	242	242	0%	242	216	12%	952	1331	-28%	952	1046	-9%		
PERSONAL/OTHER THEFT	609	575	6%	575	546	5%	2293	2192	5%	2293	2409	-5%		
AUTO THEFT	82	94	-13%	94	70	34%	NA	NA	N/C	NA	NA	N/C		
TOTAL PROPERTY	1386	1290	7%	1290	1161	11%	4903	5158	-5%	4903	5065	-3%		
TOTAL PART 1	1580	1461	8%	1461	1340	9%	5684	6005	-5%	5684	5976	-5%		

ARREST STATISTICS for week ending 04/21/2012												
ARRESTS	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
HOMICIDE	3	6	-50%	6	3	100%	15	28	-46%	15	14	7%
RAPE	4	2	100%	2	3	-33%	13	21	-38%	13	14	-7%
ROBBERY	25	32	-22%	32	57	-44%	154	173	-11%	154	184	-16%
AGGRAVATED ASSAULTS	41	33	24%	33	36	-8%	141	198	-29%	141	157	-10%
BURGLARY	62	46	35%	46	58	-21%	250	209	20%	250	244	2%
THEFT	164	202	-19%	202	222	-9%	793	839	-5%	793	828	-4%
AUTO THEFT	27	25	8%	25	17	47%	82	77	6%	82	79	4%
TOTAL VIOLENT	73	73	0%	73	99	-26%	323	420	-23%	323	369	-12%
TOTAL PART 1	326	346	-6%	346	396	-13%	1448	1545	-6%	1448	1520	-5%




*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

N/C - Not Calculable

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted.

Arrest statistics are based on charges, meaning each charge in an arrest is counted.

**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 03/25/2012 - 04/21/2012**

PATROL BUREAU COMMANDER							DISTRICT 1 CAPTAIN			DISTRICT 1 SWORN PERSONNEL						
 LT. COL. JAMES L. WHALEN				 AREA: 4.5 SQ. MILES			 GARY LEE			GENDER			RACE			
													WHITE	BLACK	OTHER	TOTAL
										MALE	81	82.7%	54	25	2	81
										% of Total Males			66.7%	30.9%	2.5%	
										FEMALE	17	17.3%	10	7	0	17
										% of Total Females			58.8%	41.2%	0.0%	
										TOTAL	98		64	32	2	98
										Source: Personnel Unit						
CRIME STATISTICS for week ending 04/21/2012																
VIOLENT CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE				
HOMICIDE*	1	0	N/C	0	0	N/C	1	5	-80%	1	3	-67%				
RAPE	8	1	700%	1	4	-75%	0	11	-100%	0	11	-100%				
ROBBERY	22	18	22%	18	13	38%	74	84	-12%	74	65	14%				
AGGRAVATED ASSAULTS	6	5	20%	5	11	-55%	30	46	-35%	30	43	-30%				
TOTAL VIOLENT	37	24	54%	24	28	-14%	105	146	-28%	105	122	-14%				
PROPERTY CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE				
BURGLARY	24	19	26%	19	14	36%	83	93	-11%	83	77	8%				
THEFT FROM AUTO	23	26	-12%	26	23	13%	96	105	-9%	96	99	-3%				
PERSONAL/OTHER THEFT	49	37	32%	37	44	-16%	170	180	-6%	170	232	-27%				
AUTO THEFT	0	0	N/C	0	0	N/C	NA	NA	N/C	NA	NA	N/C				
TOTAL PROPERTY	96	82	17%	82	81	1%	349	378	-8%	349	408	-14%				
TOTAL PART 1	133	106	25%	106	109	-3%	454	524	-13%	454	530	-14%				

N/C - Not Calculable




REPEAT CFS LOCATIONS for week ending 04/21/2012			
TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	400 W 9TH ST / TOTAL OF 36	416 W 9TH ST / TOTAL OF 28	108 GREEN ST / TOTAL OF 8
SINGLE FAMILY	426 W LIBERTY ST / TOTAL OF 3	268 STARK ST / TOTAL OF 2	1116 DAYTON ST / TOTAL OF 2
COMMERCIAL	30 E LIBERTY ST / TOTAL OF 20	901 W 8TH ST / TOTAL OF 11	800 W 8TH ST / TOTAL OF 7

*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

**There are arrests that currently do not receive district values: 49 for last 28 days, 64 for previous 28 days, 68 for earlier 28 days, 245 for 2011 YTD, 130 for 2010 YTD, and 0 for 2009 YTD

**Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted.
Arrest statistics are based on charges, meaning each charge in an arrest is counted.**

**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 03/25/2012 - 04/21/2012**

PATROL BUREAU COMMANDER				DISTRICT 2 CAPTAIN		DISTRICT 2 SWORN PERSONNEL							
			AREA: 24.9 SQ. MILES			GENDER			RACE				
									WHITE	BLACK	OTHER	TOTAL	
						MALE	89	76.1%	49	34	6		89
						% of Total Males			55.1%	38.2%	6.7%		
						FEMALE	28	23.9%	18	9	1		28
						% of Total Females			64.3%	32.1%	3.6%		
TOTAL			117		67	43	7		117				
% of Total Sworn					57.3%	36.8%	6.0%						
												Source: Personnel Unit	
CRIME STATISTICS for week ending 04/21/2012													
VIOLENT CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE	
HOMICIDE*	1	0	N/C	0	0	N/C	1	2	-50%	1	0	N/C	
RAPE	0	1	-100%	1	2	-50%	7	7	0%	7	13	-46%	
ROBBERY	9	16	-44%	16	11	45%	47	49	-4%	47	58	-19%	
AGGRAVATED ASSAULTS	4	8	-50%	8	6	33%	25	32	-22%	25	25	0%	
TOTAL VIOLENT	14	25	-44%	25	19	32%	80	90	-11%	80	96	-17%	
PROPERTY CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE	
BURGLARY	79	75	5%	75	70	7%	320	299	7%	320	289	11%	
THEFT FROM AUTO	55	60	-8%	60	45	33%	209	246	-15%	209	171	22%	
PERSONAL/OTHER THEFT	99	103	-4%	103	76	36%	384	370	4%	384	384	0%	
AUTO THEFT	16	10	60%	10	8	25%	NA	NA	N/C	NA	NA	N/C	
TOTAL PROPERTY	249	248	0%	248	199	25%	913	915	0%	913	844	8%	
TOTAL PART 1	263	273	-4%	273	218	25%	993	1005	-1%	993	940	6%	

N/C - Not Calculable




REPEAT CFS LOCATIONS for week ending 04/21/2012			
TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	1732 SUTTON AV / TOTAL OF 14	6011 MADISON RD / TOTAL OF 11	2843 CYPRESS WY / TOTAL OF 10
SINGLE FAMILY	1855 KINNEY AV / TOTAL OF 6	4707 WINONA TE / TOTAL OF 5	3661 CLARION AV / TOTAL OF 5
COMMERCIAL	4825 MARBURG AV / TOTAL OF 22	3250 VICTORY PY / TOTAL OF 19	1501 MADISON RD / TOTAL OF 13

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**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 03/25/2012 - 04/21/2012**

PATROL BUREAU COMMANDER							DISTRICT 3 CAPTAIN				DISTRICT 3 SWORN PERSONNEL						
 LT. COL. JAMES L. WHALEN				 AREA: 20 SQ. MILES			 RUSSELL A. NEVILLE				GENDER			RACE			
														WHITE	BLACK	OTHER	TOTAL
											MALE	128	78.0%	86	39	3	128
											% of Total Males			67.2%	30.5%	2.3%	
											FEMALE	36	22.0%	27	9	0	36
											% of Total Females			75.0%	25.0%	0.0%	
											TOTAL	164		113	48	3	164
										Source: Personnel Unit							
CRIME STATISTICS for week ending 04/21/2012																	
VIOLENT CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE					
HOMICIDE*	1	1	0%	1	0	N/C	3	4	-25%	3	6	-50%					
RAPE	3	3	0%	3	2	50%	12	22	-45%	12	14	-14%					
ROBBERY	29	23	26%	23	28	-18%	118	97	22%	118	168	-30%					
AGGRAVATED ASSAULTS	21	13	62%	13	7	86%	61	63	-3%	61	78	-22%					
TOTAL VIOLENT	54	40	35%	40	37	8%	194	186	4%	194	266	-27%					
PROPERTY CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE					
BURGLARY	150	126	19%	126	96	31%	518	560	-8%	518	608	-15%					
THEFT FROM AUTO	41	55	-25%	55	56	-2%	202	257	-21%	202	263	-23%					
PERSONAL/OTHER THEFT	197	174	13%	174	177	-2%	713	724	-2%	713	751	-5%					
AUTO THEFT	23	27	-15%	27	24	13%	NA	NA	N/C	NA	NA	N/C					
TOTAL PROPERTY	411	382	8%	382	353	8%	1433	1541	-7%	1433	1622	-12%					
TOTAL PART 1	465	422	10%	422	390	8%	1627	1727	-6%	1627	1888	-14%					

N/C - Not Calculable




REPEAT CFS LOCATIONS for week ending 04/21/2012			
TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	2400 HARRISON AV / TOTAL OF 27	1990 WESTWOOD NORTHERN BV / TOTAL OF 20	2000 WESTWOOD NORTHERN BV / TOTAL OF 18
SINGLE FAMILY	1237 BLANCHARD AV / TOTAL OF 10	2512 SARVIS CT / TOTAL OF 9	1922 ASHBROOK DR / TOTAL OF 7
COMMERCIAL	2322 FERGUSON RD / TOTAL OF 27	3609 WARSAW AV / TOTAL OF 22	3021 WARSAW AV / TOTAL OF 19

*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

**There are arrests that currently do not receive district values: 49 for last 28 days, 64 for previous 28 days, 68 for earlier 28 days, 245 for 2011 YTD, 130 for 2010 YTD, and 0 for 2009 YTD

**Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted.
Arrest statistics are based on charges, meaning each charge in an arrest is counted.**

**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 03/25/2012 - 04/21/2012**

PATROL BUREAU COMMANDER						DISTRICT 4 CAPTAIN			DISTRICT 4 SWORN PERSONNEL							
 LT. COL. JAMES L. WHALEN			 AREA: 11.7 SQ. MILES			 ELIOT ISAAC			GENDER			RACE				
												WHITE	BLACK	OTHER	TOTAL	
									MALE	125	80.6%	71	50	4		125
									% of Total Males			56.8%	40.0%	3.2%		
									FEMALE	30	19.4%	13	16	1		30
									% of Total Females			43.3%	53.3%	3.3%		
									TOTAL	155		84	66	5		155
% of Total Sworn			54.2%	42.6%	3.2%											
													Source: Personnel Unit			
CRIME STATISTICS for week ending 04/21/2012																
VIOLENT CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE				
HOMICIDE*	1	1	0%	1	2	-50%	7	5	40%	7	8	-13%				
RAPE	0	4	-100%	4	7	-43%	15	17	-12%	15	12	25%				
ROBBERY	25	28	-11%	28	28	0%	116	127	-9%	116	127	-9%				
AGGRAVATED ASSAULTS	16	10	60%	10	16	-38%	64	71	-10%	64	65	-2%				
TOTAL VIOLENT	42	43	-2%	43	53	-19%	202	220	-8%	202	212	-5%				
PROPERTY CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE				
BURGLARY	86	78	10%	78	79	-1%	332	279	19%	332	276	20%				
THEFT FROM AUTO	66	41	61%	41	52	-21%	204	342	-40%	204	225	-9%				
PERSONAL/OTHER THEFT	129	116	11%	116	112	4%	472	428	10%	472	432	9%				
AUTO THEFT	18	21	-14%	21	16	31%	NA	NA	N/C	NA	NA	N/C				
TOTAL PROPERTY	299	256	17%	256	259	-1%	1008	1049	-4%	1008	933	8%				
TOTAL PART 1	341	299	14%	299	312	-4%	1210	1269	-5%	1210	1145	6%				

N/C - Not Calculable




REPEAT CFS LOCATIONS for week ending 04/21/2012			
TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	2500 KEMPER LN / TOTAL OF 18	910 BURTON AV / TOTAL OF 16	3652 READING RD / TOTAL OF 15
SINGLE FAMILY	703 E MITCHELL AV / TOTAL OF 8	7 E MITCHELL AV / TOTAL OF 7	3508 VINE ST / TOTAL OF 6
COMMERCIAL	7759 READING RD / TOTAL OF 32	1 W CORRY ST / TOTAL OF 20	2139 AUBURN AV / TOTAL OF 15

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**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 03/25/2012 - 04/21/2012**

PATROL BUREAU COMMANDER				DISTRICT 5 CAPTAIN		DISTRICT 5 SWORN PERSONNEL						
	AREA: 18 SQ. MILES					GENDER			RACE			
									WHITE	BLACK	OTHER	TOTAL
						MALE	109	79.6%	71	37	1	109
						% of Total Males			65.1%	33.9%	0.9%	
						FEMALE	28	20.4%	16	11	1	28
						% of Total Females			57.1%	39.3%	3.6%	
TOTAL	137		87	48	2	137						
% of Total Sworn			63.5%	35.0%	1.5%							
						Source: Personnel Unit						
CRIME STATISTICS for week ending 04/21/2012												
VIOLENT CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
HOMICIDE*	1	0	N/C	0	0	N/C	2	4	-50%	2	3	-33%
RAPE	0	5	-100%	5	3	67%	11	17	-35%	11	12	-8%
ROBBERY	24	16	50%	16	22	-27%	87	109	-20%	87	101	-14%
AGGRAVATED ASSAULTS	12	14	-14%	14	14	0%	55	44	25%	55	57	-4%
TOTAL VIOLENT	37	35	6%	35	39	-10%	155	174	-11%	155	173	-10%
PROPERTY CRIMES	03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
BURGLARY	106	76	39%	76	68	12%	381	376	1%	381	343	11%
THEFT FROM AUTO	41	41	0%	41	19	116%	138	249	-45%	138	199	-31%
PERSONAL/OTHER THEFT	106	96	10%	96	93	3%	398	334	19%	398	488	-18%
AUTO THEFT	15	15	0%	15	12	25%	NA	NA	N/C	NA	NA	N/C
TOTAL PROPERTY	268	228	18%	228	192	19%	917	959	-4%	917	1030	-11%
TOTAL PART 1	305	263	16%	263	231	14%	1072	1133	-5%	1072	1203	-11%

N/C - Not Calculable




REPEAT CFS LOCATIONS for week ending 04/21/2012			
TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	5660 WINTON RD / TOTAL OF 14	21 W MCMILLAN ST / TOTAL OF 11	4518 WINTON RD / TOTAL OF 11
SINGLE FAMILY	4521 SPRING GROVE AV / TOTAL OF 8	2973 SIDNEY AV / TOTAL OF 7	275 KLOTTER AV / TOTAL OF 6
COMMERCIAL	5804 HAMILTON AV / TOTAL OF 16	4777 KENARD AV / TOTAL OF 14	3425 SPRING GROVE AV / TOTAL OF 9

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**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 03/25/2012 - 04/21/2012**

PATROL BUREAU COMMANDER							CBS CAPTAIN			CBS SWORN PERSONNEL						
										GENDER			RACE			
													WHITE	BLACK	OTHER	TOTAL
										MALE	33	70.2%	26	4	3	33
										% of Total Males			78.8%	12.1%	9.1%	
										FEMALE	14	29.8%	11	3	0	14
										% of Total Females			78.6%	21.4%	0.0%	
							TOTAL	47		37	7	3	47			
							% of Total Sworn			78.7%	14.9%	6.4%				
LT. COL. JAMES L. WHALEN				AREA: 1 SQ. MILE			KIM FREY			Source: Personnel Unit						
CRIME STATISTICS for week ending 04/21/2012																
VIOLENT CRIMES		03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE			
HOMICIDE*		0	0	N/C	0	0	N/C	0	0	N/C	0	3	-100%			
RAPE		1	0	N/C	0	0	N/C	3	0	N/C	3	2	50%			
ROBBERY		8	3	167%	3	3	0%	25	27	-7%	25	35	-29%			
AGGRAVATED ASSAULTS		1	1	0%	1	0	N/C	3	4	-25%	3	5	-40%			
TOTAL VIOLENT		10	4	150%	4	3	33%	31	31	0%	31	45	-31%			
PROPERTY CRIMES		03/25/12 TO 04/21/12	02/26/12 TO 03/24/12	% CHANGE	02/26/12 TO 03/24/12	01/29/12 TO 02/25/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE			
BURGLARY		8	5	60%	5	2	150%	24	27	-11%	24	17	41%			
THEFT FROM AUTO		16	18	-11%	18	21	-14%	102	132	-23%	102	89	15%			
PERSONAL/OTHER THEFT		30	50	-40%	50	46	9%	161	160	1%	161	174	-7%			
AUTO THEFT		1	3	-67%	3	2	50%	NA	NA	N/C	NA	NA	N/C			
TOTAL PROPERTY		55	76	-28%	76	71	7%	287	319	-10%	287	280	3%			
TOTAL PART 1		65	80	-19%	80	74	8%	318	350	-9%	318	325	-2%			

REPEAT CFS LOCATIONS for week ending 04/21/2012			
TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	103 W COURT ST / TOTAL OF 3	350 W 4TH ST / TOTAL OF 3	621 E MEHRING WY / TOTAL OF 2
SINGLE FAMILY	NONE / TOTAL OF NONE	NONE / TOTAL OF NONE	NONE / TOTAL OF NONE
COMMERCIAL	151 W 5TH ST / TOTAL OF 16	118 W 4TH ST / TOTAL OF 14	1005 GILBERT AV / TOTAL OF 13

*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

N/C - Not Calculable

**There are arrests that currently do not receive district values: 49 for last 28 days, 64 for previous 28 days, 68 for earlier 28 days, 245 for 2011 YTD, 130 for 2010 YTD, and 0 for 2009 YTD

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted.
Arrest statistics are based on charges, meaning each charge in an arrest is counted.



**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 04/15/2012 - 04/21/2012**



7 DAY							
CRIME	CITY	DST 1	DST 2	DST 3	DST 4	DST 5	CBS
Homicide	1	0	0	0	1	0	0
Rape	0	0	0	0	0	0	0
Robbery	23	6	2	7	4	4	0
Agg Assault	18	1	2	5	4	6	0
Burglary	102	6	15	35	19	25	2
TFA	56	4	9	6	22	12	3
OTHER THEFT	163	13	27	56	30	26	11
AUTO THEFT	18	1	3	4	4	5	1



Downtown
Cincinnati Inc.

April 17, 2012

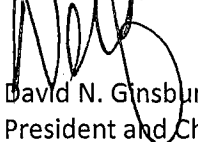
Chief James Craig
Chief of Police
Cincinnati Police Department
310 Ezzard Charles Drive
Cincinnati, OH 45214

Dear Chief Craig, *James,*

I just wanted to thank you again for keynote remarks at the Downtown Cincinnati Inc. (DCI) Annual Meeting. Your speech was inspirational and really gave a sense of where Cincinnati fits in a national context. You also highlighted opportunities for future collaboration and community progress.

It has really been a pleasure getting to know you and work with you. I hope you are finding Cincinnati to be the best place you ever lived. I look forward to getting together soon to talk police, downtown and even cars!!

Again, many thanks,


David N. Ginsburg
President and Chief Executive Officer
Downtown Cincinnati Inc.

35 East Seventh Street, Suite 202
Cincinnati, OH 45202

Phone: 513.421.4440
Fax: 513.562.8722

www.downtowncincinnati.com



James E. Craig
Chief of Police
City of Cincinnati
310 Ezzard Charles Dr
Cincinnati, OH 45214

April 13, 2012

Dear Chief Craig:

I wanted to thank you for taking the time last week on Thursday April 12th to inform us about Officer Jose Laboy-Lavien. Reaching out to us was very considerate and thoughtful on your part.

I congratulate you and your staff for moving so quickly to address this issue. While I don't claim to speak for the entire Hispanic community, I know that are many of us who feel embarrassed that one of our own allegedly broke the rules AND the trust of all of us.

I also want to thank the people that initially reached out to us, Lt. Col. Jim Whalen and Lt. Lisa Davis, through Dan Hurley. The dialog we had was open and I hope it set the foundation for further outreach and relationship building with our community.

I was also very pleased to see Lt. Col Vince Demasi. He and I were in the same Leadership Cincinnati class XXXI (2007 – 2008).

Thank you again, Chief Craig, for your efforts and your openness. Please let me know if there is anything else I can do to help.

Sincerely,



Jose F Guerra
President



Danville Community College

Serving Danville • Halifax County • Pittsylvania County

1008 South Main Street • Danville, Virginia 24541-4004

434.797.2222 • TTY: 434.797.8542

Fax: 434.797.8541 • www.dcc.vccs.edu

April 16, 2012

Joseph E. Craig, Police Chief
Cincinnati Police Department
310 Ezzard Charles Drive
Cincinnati, OH 45214

Chief Craig:

On the occasion of the 65th annual conference of the American Criminal Justice Association-Lambda Alpha Epsilon, five Justice Club members from Danville Community College were privileged to tour the Cincinnati Police Department and the Radcliff Operations Center on March 15, 2012. Lt. Eric Franz and Barry Whitton served as our tour guides for the Cincinnati Police Department and Radcliff Operations Center respectively. Thanks to Lt. Franz, we also enjoyed an excellent tour of the police museum.

When the opportunity presents itself, please thank Lt. Franz and Mr. Whitton. It is my pleasure to include a Danville Police Department patch for Mr. Whitton's patch collection displayed at the Radcliff Operations Center.

The four Danville Community College students—and their faculty advisor—will long remember the courtesy, professionalism and kindness of all Cincinnati Police Department personnel who helped make our stay in Cincinnati during the week of March 11th a very enjoyable one!

Sincerely yours,

A handwritten signature in black ink, appearing to read 'John B. Wilt', with a long, sweeping horizontal line extending to the right.

John B. Wilt, Faculty Advisor
Justice Club

encl: certificates of appreciation and DPD patch

April 18, 2012

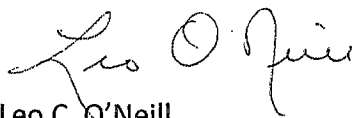
Chief James Craig
Cincinnati Police Department
310 Ezzard Charles Drive
Cincinnati, Ohio 45214

Dear Chief:

I attended the funeral of retired Cincinnati Police Officer William Cordesman on Monday, April 16, 2012. The impressive police honor guard and motorcycle escort really added to the memorial service. I have been told the officers were in attendance at your direction and will be available for all Cincinnati Police Officers' funerals. It is nice to know that the retired officers of the Cincinnati Police Department will still be remembered and appreciated for their service to the City.

Thank you.

Sincerely,

A handwritten signature in cursive script, appearing to read "Leo O'Neill".

Leo C. O'Neill
Retired Cincinnati Police Officer
1156 Thornwood Circle
Cincinnati, Ohio 45230

BECOME A CINCINNATI POLICE OFFICER!



APPLICATION DEADLINE: Friday, June 1, 2012, 5:00 p.m.

EXAM DATE: Saturday, June 23, 2012

EXAM TIME: 9:00 a.m. **or** 1:00 p.m. * Choose your exam time when you apply on-line*

EXAM LOCATION: Duke Energy Center
525 Elm Street
Exhibit Hall C
Cincinnati, OH 45202

Upon successful completion of the Police Academy curriculum, Police Recruits will be classified as Police Officers and will be assigned to a patrol unit for the purpose of: protecting life and property, crime prevention, community problem solving, enforcing laws and ordinances, arresting violators, making forcible arrests if necessary, investigating accidents and complaints, securing evidence and preserving the peace within an assigned beat (geographical unit) and perform related duties as required. (Recruit Information Guide: <http://go.usa.gov/mth>).

- The Cincinnati Police Department offers a competitive salary and benefits package.
- Qualified veterans receive credit for their military service.
- The City of Cincinnati is an Equal Opportunity Employer.

APPLICATION INSTRUCTIONS: ONLINE SIGN-UP (ONLY)

An e-mail address is required to apply. All information and correspondence will be sent via e-mail. Submit your application online at:

<http://www.cincinnati-oh.gov/noncms/hr/apps/standardSafety.cfm?id=2>

The time that your online application is submitted will be used as your time stamp and serve to break any tied exam scores.

APPLICATIONS MUST BE FILED NO LATER THAN FRIDAY, JUNE 1, 2012, AT 5:00 P.M. EDT.

Applications are subject to approval of the Civil Service Commission.

